

NewsLetter

Week of May 12, 2003

Vol. 4, No. 10

UC contract to run to term

Energy Secretary Spencer Abraham announced [on April 30] that the Department of Energy intends to compete the management and operations contract for the Laboratory, currently held by the University of California, when the current contract expires in 2005.

On April 26, Deputy Energy Secretary Kyle McSlarrow and Acting National Nuclear Security Administration Administrator Linton Brooks delivered a report on the future relationship between the Laboratory and UC with a number of recommendations. Abraham approved those recommendations in an April 29 memorandum to the deputy secretary and the acting administrator, which follows:

Spencer Abraham, secretary of energy:



I have reviewed your report of April 26 on the future relationship between the University of California and Los Alamos National Laboratory. I agree with your conclusions and approve your recommendations.

In particular, I agree that the vigorous action the university is taking to correct the problems uncovered at Los Alamos, the significant value the university brings in the area of science, and the significant disruption to the mission of the Laboratory and the morale of the employees from early termination all make retaining the university through the end of the current contract in September 2005 the most appropriate course.

At the same time, the university bears responsibility for the systemic management failures that came to light in 2002. Given that responsibility and the widespread nature of the problems uncovered at Los Alamos, I intend to open the management of Los Alamos to full competition when the current contract expires. The University of California will, of course, be eligible to take part in that competition, and I strongly agree that it should be urged to do so. I categorically reject the notion that competition is a repudiation of an incumbent contractor or that an incumbent contractor is inherently incapable of prevailing in a competition.

In implementing your recommendations, I direct that any future competition include provisions to retain the existing

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DOE to compete contract in 2005



Pete Nanos, interim Laboratory director:

Every employee in this Laboratory who has worked extremely hard over the past four months should take heart. Today's announcement by the Department of Energy recognizes the significant improvements we have made because it allows the University of California to continue in its role as Laboratory manager through the end of the current contract; the department also is urging UC to compete for contract renewal. It recognizes the university's value, and you have shown that together, we can do anything we set out to do.

We now have an opportunity to build on our successes. We will continue to show the world that we are the premier nuclear weapons laboratory and that our business processes, program management and other administrative efforts will be the equal of our scientific excellence. We will ensure that our most important job — that of ensuring the capability of the nation's nuclear stockpile — is done to the very best of our collective abilities. And we will continue on the path toward the many important process improvements we have undertaken.

At his request, below is a statement from Ambassador Linton Brooks, acting National Nuclear Security Administration administrator, that he has asked me to send to all employees.

Thank you for your tremendous commitment to this Laboratory and its mission for the nation's security. Together, we will continue to fulfill that mission.

Ambassador Linton Brooks, acting NNSA administrator:

Interim Laboratory Director Pete Nanos has been kind enough to let me send this to all of you in order to let you know where we stand on Los Alamos and its relationship with the University of California. [On April 30], Department of Energy announced that Energy Secretary Spencer Abraham has approved a report submitted by Deputy Secretary Kyle McSlarrow and me on the future of that relationship. The secretary has agreed that UC should continue to manage the Laboratory through September 2005, when the current contract ends.

Over the coming year, we will begin the process of competition for the management of Los Alamos following September 2005, urging the university to take part. It is important to note that a decision to compete is not a repudiation of the university, but simply a recognition that the university's performance in the area of business management did not rise to the exceptionally high standards required to override the presumption of competition in DOE orders.



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Richard Atkinson, UC president:

The University of California appreciates the strong statement of support issued today by Energy Secretary Spencer Abraham. We are grateful that the secretary recognizes the "vigorous action" the university has taken to remedy the business problems at the Laboratory, the "significant value" the university brings to the science and the "significant disruption" that termination would have caused to the Laboratory's mission and to the morale of employees involved in protecting the nation's security.

I also appreciate that the secretary is urging the University of California to compete. My instinct continues to be to compete — and to compete hard — in order to continue the university's stewardship of excellence in science and innovation. We believe, with every fiber of our institutional being, that continued UC management is in the absolute best interests of the nation's security.

However, there is another question at stake — and that is whether the university should compete.

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Carole Oldenburg of the Director's Office (DIR) is the recipient of the Girl Scout's "Thanks Badge" award. Oldenburg received the second-highest national Girl Scout award for 18 years of outstanding service to the organization.Page 8



FROM THE TOP



Milestone satisfied two months early

I'm very pleased to inform you that we have made official notification to the National Nuclear Security Administration's Los Alamos Site Office of the completion of the Qual 1 pit and its associated product submittal package. This submittal satisfies Appendix F milestone III 3.1 two months ahead of schedule.

As you know, this submittal is more significant than the delivery of one pit. It is the formal notification that the Lab has reconstituted this nation's nuclear weapon manufacturing capability.

Public announcement of this important milestone was made in conjunction with events celebrating the Laboratory's 60th anniversary. Both Sen. Domenici, R-N.M., and acting NNSA Administrator Linton Brooks joined me for that announcement in the Metropolis Center.

My congratulations and thanks to every employee who has had a role in achieving this important milestone. Your hard work and dedication have allowed us to deliver the Qual 1 pit ahead of the deadline and at a time when demonstrating our capability is extremely important. I am very proud of your achievement.



Interim Laboratory Director Pete Nanos

Laboratory restores U.S. ability to make nuclear weapons

by Jim Danneskiold

The Laboratory has successfully made the first nuclear weapons pit in 14 years that meets specifications for use in the U.S. stockpile

The six-year effort at the Lab's plutonium processing facility restores the nation's ability to make nuclear weapons, a capability the United States lost when the Rocky Flats Plant near Boulder, Colo., shut down in June 1989.

On hand to mark the milestone and to celebrate the 60th anniversary of the Laboratory's founding were Sen. Pete Domenici, R-N.M.; Ambassador Linton Brooks, administrator of the National Nuclear Security Administration; University of California President Richard Atkinson; and Ralph Erickson, manager of NNSA's Los Alamos Site Office.

"The Laboratory has delivered on a major commitment to the Department of Energy's National Nuclear Security Administration, Congress and the taxpayers," said Interim Laboratory Director Pete Nanos.

A pit is the fissile core of a nuclear weapon's physics package. The newly made pit, called Qual-1 because it was built with fully qualified processes, is for the W88 warhead, which is carried on the Trident II D5 Submarine-Launched Ballistic Missile, a cornerstone of the U.S. nuclear deterrent.

The Laboratory's certification work includes fundamental physics experiments, material studies, ongoing subcritical experiments at the Nevada Test Site and hydrodynamic experiments at the newly completed Dual Axis Radiographic Hydrotest facility. Los Alamos has committed to complete the certification process and to have the ability to deliver by 2007 a pit to the military that meets all stockpile requirements.

Los Alamos will make roughly half a dozen pits a year from now until 2007 to ensure certification is completed successfully and to put into place the capacity to begin making 10 stockpile pits a year by 2007.

Without the fabrication capability Los Alamos has regained, the nation could not replace stockpile pits in the future. New pits will be needed to replace those in the current stockpile used during periodic destructive surveillance or any pits that the surveillance program identifies with problems that affect weapon safety, reliability or performance.

To make Qual-1, Los Alamos brought back the expertise, along with drawings, specifications and equipment. The Plutonium Facility



Dennis J. Lujan of the Weapons Component Technology (NMT-5) Pit Assembly Team, working in a glove box, completes proof testing as part of the Laboratory's effort to build a fully-qualified weapons plutonium pit. Photo courtesy of Pit Manufacturing Project

at Technical Area 55 was modified; new equipment acquired; and new technologies, materials and processes developed.

More than 700 Laboratory staff and contractors have been involved in the effort that culminated in Qual-1, many working overtime.

Qual-1 is the first pit manufactured in accordance with all 42 qualified processes, which required extensive testing and analysis to demonstrate rigorous control. In other words, Qual-1 meets all quality requirements and could be placed in the stockpile if needed, once all the required engineering and physics tests have been completed. All these processes went through step-by-step design, engineering and production reviews to confirm that the processes result in pits that meet specifications.

"All of these manufacturing processes meet today's health, safety and environmental regulations, so some materials and processes differ from those used at Rocky Flats," Nanos said.

Los Alamos cleans pits with environmentally responsible cleaners instead of solvents that are prohibited today.

The total cost of the manufacturing program to date is roughly \$350 million; the total project cost for the manufacturing and certification program, beginning with the new baseline, is estimated at \$1.5 billion.

Los Alamos NewsLetter

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Los Alamos National Laboratory is operated by the University of California for the National Nuclear Security Administration (NNSA) of the U.S. Department of Energy and works in partnership with NNSA's Sandia and Lawrence Livermore national laboratories to support NNSA in its mission.

Los Alamos enhances global security by ensuring safety and confidence in the U.S. nuclear stockpile, developing technologies to reduce threats from weapons of mass destruction and improving the environmental and nuclear materials legacy of the Cold War. Los Alamos' capabilities assist the nation in addressing energy, environment, infrastructure and biological security problems.



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Project to improve support functions

by Judy Goldie



Bill Wadt

“Blood, sweat and tears” just about describes the first of three phases of the Director’s Performance Improvement Project, said DPIP Program Manager Bill Wadt.

Making the best of flawed “tools,” Laboratory employees from package handlers to associate Laboratory directors are using “due diligence” and just plain old hard work and long hours to create meaningful change.

Formed by Interim Laboratory Director Pete Nanos, the DPIP works on improving all aspects of the Laboratory’s support functions. The goal of the project is to drive continuous Laboratory-wide improvement. As noted by Nanos, “The best science can be realized only if

enabled through the best business practices and management systems.”

In this first DPIP phase, scheduled to run through June 30, there have been many tangible accomplishments. Among them are business improvements (see the front-page article in the March 17 Los Alamos NewsLetter) that range from purchase-card changes and the managerial Stewardship Report to the wall-to-wall inventory (see article in the April 28 Los Alamos NewsLetter). They also include improvements in processes that cut across stovepipes and encompass property from procurement through disposal.

The Stewardship Report, part of business-process improvements, facilitates the execution of fiduciary responsibilities by consolidating numerous financial reports into one customized Web-based report. Included in the report are self-assessments for time-and-effort reporting and approval; use of appropriate charge codes; use of purchase cards, just-in-time and local-area vendors; travel costs; and actions taken to resolve unlocated and unassigned property, as well as several others. The report is designed to be a useful form to aid line managers as they work to be good stewards of the Laboratory’s financial resources.

The wall-to-wall inventory is far ahead of its projected schedule, with greater than 90 percent of property inventoried. Some weeks ago, management required and received a reconciliation of purchase-card accounts. Senior management also invoked tighter oversight on this program. As requested by Nanos, all property “drop points” were immediately made secure. New procedures are in place for receipt of items at locations where it was not possible to immediately secure the drop point.

The Group Leader Initiative was the first thrust of the Human Resources Systems Element of DPIP. Recommendations from the initiative have resulted in the formation of the Policy Office Project, which is gathering data needed to form a central policy office (see article in the April 28 Los Alamos NewsLetter). The Group Leader Advisory Council, championed by John Immele, deputy director for national security, is now in place (see article in the April 28 Los Alamos NewsLetter). This council initially is working through issues identified by the group leaders but not covered in the initial set of recommendations to the Senior Management Team. The Group Leader Initiative also clarified the role and responsibilities for group leaders, identified needed changes in group-leader training and obtained SET support for staff additions needed to address fiscal and property controls. The Group Leader Initiative is a wellspring of recommenda-

tions, the first seven of which have been acted upon (see the March 3 Los Alamos NewsLetter); more are on the horizon.

The Nested Safety committees were reinvigorated and all employees were, and continue to be, encouraged not only to look at their work areas but at the Lab as a whole and to be forthcoming in reporting incidents, injuries and “near misses.” Further, they were asked to discuss root causes and suggest solutions. As a result of this effort, the online Daily Newsbulletin now carries “safety tips,” and similar pieces of advice can be found in the bi-weekly hard-copy newsletter (see Page 7). Nanos is personally involved in the resolution of serious incidents to make it clear how important it is to have a safe work environment.

Communication is a priority for Nanos during this turbulent time. MYLANL, a Web portal that provides managers with individualized property, procurement, personnel and training summaries, is up and running. The Path Forward Web site (int.lanl.gov/communications/), an aggregate site that holds not only myriad information to keep the work force up to date — reports, managerial changes and links to other sites — but also the director’s memos and videos from all-hands meetings, also is up, and staff reports significant usage. “Tell Pete” (tellpete@lanl.gov), an e-mail venue, provides the work force a way to anonymously raise issues, suggestions and concerns to the director (see the April 14 Los Alamos NewsLetter). Laboratory Information Meeting notes, Nanos’ weekly report to the University of California and LANL-ALL e-mails are additional ways the work force is kept informed.

The second DPIP phase is about building and developing better tools and re-engineering business processes to support implementation of the Lab’s Enterprise Project. In April, the director announced efforts to improve the way the Lab manages programs based on recommendations from external experts on the Program Management Review Panel. This second phase of improvements is scheduled to last through March 2004.

Phase three, slated to continue through March 2005, will sustain the gains garnered in the first two phases through training. It will build the capabilities of the work force to use new tools developed in phase two.

For more information, check out the DPIP Web site [int.lanl.gov/communications/dpip.shtml] from the Path Forward.



The major elements

Each element of the Director’s Performance Improvement Project has multiple projects. Following the element is the name of the executive sponsor and the program-element leader.

- ➔ **1.0, Business Process Improvement** (Associate Director for Administration Rich Marquez/Jay Johnson, Business Operations Division Office)
- ➔ **2.0, Operations Improvement** (Operations Directorate Principal Deputy Barb Stine/Candace Holmes, ADO)
- ➔ **3.0, HR [Human Resource] Systems** (Interim Laboratory Director Pete Nanos and ADA Rich Marquez/Rebecca Phillips, HR Division Office)
- ➔ **4.0, Program Management Review and Improvement** (Deputy Director for National Security John Immele/Bryan Fearey, DIR)
- ➔ **5.0, Enterprise Project**, (Interim Laboratory Director Pete Nanos and ADA Rich Marquez/Enterprise Project Leader Bob Newell)
- ➔ **6.0, Communications** (ADA Rich Marquez/Communications and External Relations Division Leader David McCumber)
- ➔ **7.0, Internal Alignment Coordination** (Acting Deputy Director Carolyn Mangeng/Mary Anne Yates, Associate Directorate for Threat Reduction)
- ➔ **8.0, Management and Integration** (DPIP Manager Bill Wadt/John Buksa, Quality Improvement Office)
- ➔ **9.0, Work force Synergy Management** (Interim Laboratory Director Pete Nanos/Tim Babicke, Diversity Office)



Chino challenges Lab to recruit Native Americans

State Labor Department Secretary Conroy Chino spoke recently as part of the Laboratory's American Indian Heritage Month celebration. Chino, a former television news investigative reporter, said he prepared for the presentation by surfing the Web. He had a difficult time finding Native Americans in high-ranking positions at the Laboratory, he said. "The only person I found was Fred Begay of the Community Relations Office (CRO), and that is unacceptable," he said. According to Chino, Laboratory recruiting efforts for Native Americans can be assisted by tapping into resources such as *The Native American World* and the American Indian College Fund and by speaking directly to professors at universities about their students. "I challenge the Lab to find and recruit qualified Native Americans and to place them in top-ranking positions," Chino said. The talk was sponsored by the Laboratory's American Indian Diversity Working Group, the Diversity Office (DVO), the Diversity Affirmative Action Board and the Lab's Tribal Relations team in the Government Relations Office (GRO). Photo by LeRoy N. Sanchez

Brooks ...

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I want to make sure you understand various implications of the decision. First, we fully recognize the great strides the Laboratory and the university have made since the first of the year. To quote our report, "It is difficult to see how any organization could have done more to deal with the problem than the University of California has since December 2002." We also appreciate the energy, enthusiasm and vision that Interim Laboratory Director Pete Nanos has brought to his new responsibilities.

Second, we know that the university brings substantial value to the mission of Los Alamos. The academic prestige that comes from association with a world-class university is of clear benefit in both recruiting and retention. The scientific cooperation with component campuses directly advances the scientific mission of the Laboratory. Finally, the university helps foster a culture of scientific skepticism and peer review that I believe is indispensable to the mission of the weapons labs.

Because of this value, we are urging that the university also compete for the contract when it expires. I have met personally with UC President Richard Atkinson and several of the Regents to explain our decision and to urge them to participate in the competition. While it is obviously too soon for a UC decision, I am hopeful they will respond favorably. The secretary and I want to make it very clear that a decision to compete this contract in no way means that it could not again be won by the University of California. Contrary to what some believe, there have been a number of cases where competition resulted in retaining a current DOE contractor.

I think it is vital that the competition in 2005 preserve the many advantages offered by the type of university association that now exists. That means that we need to have the proper criteria in place for the competition. Characterizing and capturing these advantages in written criteria will be complicated and, in some degree, unprecedented (for example, how do you put "culture of scientific skepticism" into a contract). I therefore plan to begin at once to devise these criteria and to draw on the expertise of the scientific community to help me, perhaps through involvement of the National Academy of Sciences.

A final thought. I know many of you are worried about how this decision will affect you personally. The secretary has specifically directed that any future competition include a requirement to retain the current Los Alamos work force. Further, on my recommendation, the secretary has directed me to devise a mechanism to ensure that, regardless of the outcome of the future competition, the benefits under the

University of California's pension system of all current Los Alamos employees, either on the rolls or previously retired, are fully protected. We are working on the details of each of these elements and will keep you informed. The secretary and I are absolutely committed to ensuring this is done. All of you deserve no less.

I want to end this message by quoting the final paragraph of our report:

"Concluding observation. We believe it is important to recognize that the overwhelming majority of Los Alamos employees — in all areas, including business services — are honest, dedicated, competent and hard working. Ultimately, the value of the Laboratory lies not in expensive technology, but in people. The failures at Los Alamos are real, but they are the failures of a few. As we implement changes, we urge that all levels of the department emphasize this fact at every opportunity."

I believe that with all my heart. So does the secretary. So should you.

Atkinson ...

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The answer to that is less clear, and it goes to the fundamental nature of these particular government laboratories and the historical reasons the university was asked to manage them as a public service. The ultimate decision whether to compete will have to be made by the UC Board of Regents. In making their decision, they will have to grapple with a number of critical issues, including the terms and conditions, the implications that a competition will have on the scientific work and integrity at the Laboratory and whether it would result in any compromise of academic standards. I expect these issues to be addressed in the coming months.

The final paragraph of the report submitted to the secretary includes a very important observation that is worth repeating: "The failures of Los Alamos are real, but they are the failures of a few." We always have believed that the overwhelming number of Los Alamos employees are honest, hardworking and dedicated to the

nation's security. The University of California and Los Alamos continue to work aggressively to ensure that these isolated failures do not deter from the Laboratory's excellent scientific contributions. The university and Laboratory remain focused on our immediate responsibilities to continue to ensure the safety and reliability of America's nuclear weapons and to respond to the national security and scientific needs of our nation. UC is extremely proud of the contributions to the country and the world that have resulted from our 60 years of managing the Laboratory in partnership with the Department of Energy.

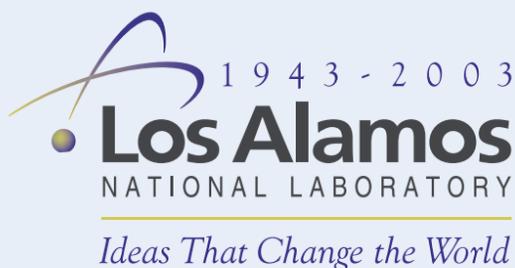
Abraham ...

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Los Alamos work force and to preserve the culture of scientific skepticism and peer review. I also agree with your recommendation to devise a mechanism to ensure that, if the university does not continue to operate Los Alamos following the 2005 competition, the pension benefits of current Los Alamos employees are fully protected. We must do everything we can to retain the vital national asset that the Los Alamos work force represents.

The management of the nuclear weapons complex is my most important responsibility as secretary of energy. Under the university's stewardship, the science at Los Alamos has consistently been of the highest caliber. But it is important that business services be as good as the science. In approving your recommendations, it is my intention to make it clear that, in dealing with nuclear weapons and materials, only the highest standards of performance are acceptable.

The National Nuclear Security Administration administrator is directed to carry out the recommendations of your report, taking into account the recommendations of the Blue Ribbon Commission on Use of Competitive Procedures at the Department of Energy laboratories when available. The administrator is further directed to report progress to the deputy secretary and me on a regular basis.



The Laboratory celebrates its 60th Anniversary

For more information and a calendar of events, go the 60th Anniversary Web site at <http://sixty.lanl.gov/> online.

Los Alamos meets nuclear safety requirements

by Jim Danneskiold

The Laboratory has completed safety analyses for all its nuclear facilities, meeting a significant deadline and major new federal requirements.

The Department of Energy published a revision of the Nuclear Safety Management rule in the Federal Register on Jan. 10, 2001, consolidating several DOE directives and requiring that new and existing safety analyses for nuclear facilities comply with the rule by April 10, 2003.

Facilities are categorized as "nuclear" when sufficient quantities of certain types of nuclear material such as plutonium are used or stored there. To assure the protection of workers, the public and the environment, the Nuclear Safety Management rule requires that DOE contractors prepare and maintain detailed safety analyses for each nuclear facility they operate. These safety analyses must identify hazards and controls in sufficient detail to assure that work can be conducted safely before DOE will allow operations to proceed.

The Laboratory's 40-square-mile site has 17 nuclear facilities, including the nation's only full-capability plutonium facility at Technical Area 55, three major facilities for work with tritium and the waste storage and inspection facilities at TA-54. The completion of this effort assures that the Laboratory's nuclear facilities can continue to operate without compromising safety.

"This is a major accomplishment, representing more than three years of hard work by dozens of dedicated individuals in the Laboratory's nuclear facilities and our Performance Surety [PS] Division," said Jim Holt, associate director for operations. "We're pleased and very proud to complete

this crucial and highly complex effort."

Obtaining Safety Basis Authorization includes a formal, step-by-step process for defining each nuclear facility, identifying hazards and putting necessary controls into place. This process, or safety basis, defines a bounding "safe operating envelope" in which the facility can operate.

"Through this process, we ensure that we maintain our nuclear facilities to the highest possible standards needed to protect our workers, the public and the environment, while fully supporting our defense mission," Holt said.

Meeting the requirements, in effect, means that the Laboratory's nuclear safety regulations have undergone a major transition, from a DOE-mandated regulatory system to one governed strictly by federal law, Holt said.

The Safety Basis Requirements included preparing documented safety analyses and establishing hazard controls for each facility, then developing technical safety requirements based on the safety analyses. The Laboratory had to obtain DOE approval for the methods used to prepare the safety analyses and for the final documents.

Los Alamos staff began working with DOE nuclear safety experts more than a year before the formal requirement was published. The Los Alamos Site Office of the National Nuclear Security Administration was instrumental in helping the Laboratory meet the deadline.

Ralph Erickson, manager of the Los Alamos Site Office said, "I am very proud of this accomplishment and the manner in which the federal and Laboratory personnel worked together through some very difficult issues to achieve this important milestone."

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The completion of this effort assures that the Laboratory's nuclear facilities can continue to operate without compromising safety.

**Fifth Annual
Community
Safety and
Security
Day**

**8 a.m. to 1 p.m.
June 26**

On the lawn at Fuller Lodge and Ashley Pond (in conjunction with Farmer's Market at Central Park Square).

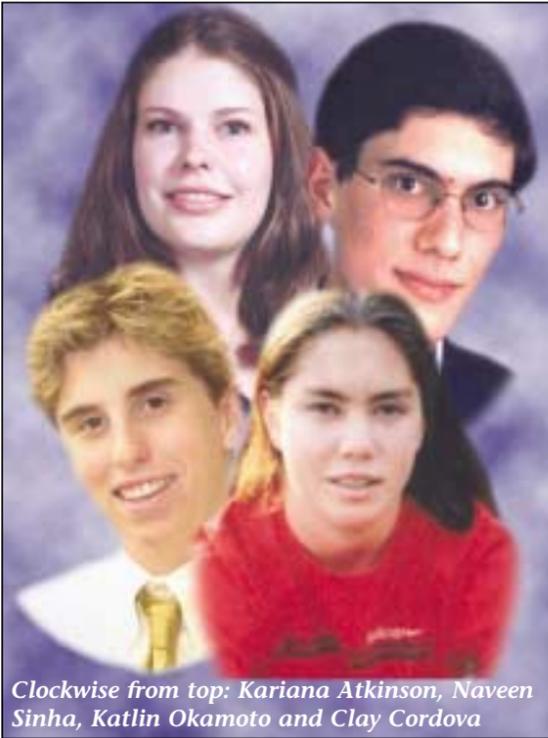
For more information, contact Fran Talley of Public Affairs at 7-5225 or flt@lanl.gov by e-mail.

Sponsored by the Laboratory in collaboration with Los Alamos County



Colorado senator tours Lab facilities

U.S. Sen. Wayne Allard, R-Colo., left, recently toured Laboratory facilities and received briefings on Laboratory programs during a visit to Los Alamos. He is shown here outside the new Nonproliferation and International Security Center at Technical Area 3 with Interim Laboratory Director Pete Nanos. Allard is a member of the Senate Armed Services Committee. Officials from the National Nuclear Security Administration accompanied Allard on the daylong visit. While at Los Alamos, Allard toured the Nicholas Metropolis Center for Modeling and Simulation at TA-3, the Dual-Axis Radiographic Hydrodynamic Test Facility at TA-15 and Los Alamos' Plutonium Facility at TA-55. He also received briefings on Lab threat reduction, cyber security and modeling and simulation programs. Photo by LeRoy N. Sanchez



Clockwise from top: Kariana Atkinson, Naveen Sinha, Katlin Okamoto and Clay Cordova

Students receive scholarships through Los Alamos Employees' Scholarship Fund

Forty-seven high school seniors and college students are receiving 2002-2003 Los Alamos Employees' Scholarship Fund scholarships. The recipients were announced at an award ceremony last month in Santa Fe.

Among those garnering scholarships are **Katlin Okamoto** of Taos High School. She is this year's recipient of the four-year, \$10,000-a-year platinum scholarship.

In addition, **Naveen Sinha** of Los Alamos High School, **Kariana Atkinson** of Mesa Vista High School and **Clay Cordova** of Santa Fe Preparatory School will receive \$2,500-a-year gold scholarships for four years.

Twenty-six students will receive \$1,000 one-year renewable scholarships, while seven students will receive one-year \$2,000 Hewlett-Packard silver scholarships.

"The Los Alamos Employees' Scholarship Fund continues to deliver on its promise to help deserving students in the area to get a great education and a great summer-job

experience at the Laboratory and, at the same time, help the Laboratory prepare the work force of tomorrow," said Bill Wadt, Quality Improvement Office (QIO) director and president of the Laboratory Foundation board of directors.

Students receiving \$1,000 college scholarships and the high school or college they currently attend are Maria Staiano-Daniels of Capital High School; John Branch of Coronado High School; Michael Life of Española Valley High School; Sabrina Bartlett, Rachel Meyer, Mariana Uribe and Armando Trujillo all of Los Alamos High School; Philip James Sanchez of McCurdy High School in Española; Steven Honig of Montana State University; Andrea Chavez of New Mexico State University; Rebecca Estrada of Pecos High School; Rebecca Gonzales of Pojoaque High School; and Lalleh Dayeny and Rafu Mustapha both of Santa Fe Community College.

Also receiving \$1,000 scholarships are Laura Stupin and Michael Garcia of Santa Fe High School, Tamara Kempf and Emily Stevens of Santa Fe Prep, Lukas Ian Schmitt of St. Michael's High School, Sonya Cordova and Michael Hullihan of Taos High School, Leslie Dabovich of Texas Tech University, William Nichols of Trinity University in San Antonio, Maria Alvarado of University of Denver, and Monica Martinez and Jessica Valdez of the University of New Mexico.

The seven, \$2,000 Hewlett-Packard scholarship recipients are Glenna Martin of Capital High School, Samantha Kilroy of Cuba High School, Albert Wang of Los Alamos High School, Christopher Kempes of McCurdy High School in Española, Jessa Bunker of Mora High School, Peter Gilroy of Taos High School and Janet Bustos of West Las Vegas High School.

This year, four students also will receive scholarships through the Endowed Leadership Scholarship Fund created in 2000 by former Laboratory Director John Browne and his wife, Marti. This fund was created to provide scholarship opportunities for Northern New Mexico students with significant financial need. These students also have demonstrated outstanding leadership

qualities and achievements in their homes, schools and communities.

The Endowed Leadership Scholarship Fund recipients are Jayme Isaac Vigil of Escalante High School, Jessica Herrera of Española Valley High School, Alejandro Sanchez of Questa High School and Lucas Martinez of Las Vegas Robertson High School.

Since the Los Alamos Employees' Scholarship Fund program began in 1998, 206 scholarships have been granted, according to Fox. Laboratory workers have donated \$585,000 to the scholarship fund since its creation.

Taylor, Farrar garner Fellows leadership prize

The Laboratory has honored staff members **Toni Taylor** and **Chuck Farrar** with the 2003 Fellows Prize for Outstanding Leadership in Science and Engineering.

The newly minted awards were presented to Taylor, deputy leader for Condensed Matter and Thermal Physics (MST-10); and Farrar of Weapons Response (ESA-WR) during Science Day activities at the Laboratory in April. Jack Hills of Theoretical Astrophysics (T-3), coordinator for the Laboratory Fellows, presented the awards, along with Bill Press, deputy director for science and technology. Interim Laboratory Director Pete Nanos selected the winners.

Hills said much of the important technical work at the Laboratory is performed by teams, not individuals, and the Fellows began last year searching for an appropriate way to reward



Toni Taylor



Chuck Farrar

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NEWS FROM UC

University offers nonresident tuition waiver scholarships

This year for the first time, the University of California is awarding six UC Nonresident Tuition Waiver scholarships. These \$12,500-a-year renewable four-year scholarships give Northern New Mexico students who wouldn't qualify for UC in-state tuition through a different program, financial assistance to attend a UC campus at the in-state tuition rate, explained Tony Fox of the nonprofit Laboratory Foundation, which manages the scholarship fund in collaboration with the Community Relations Office (CRO).

The six students receiving the UC scholarships are Lilly Allen of Capital High School in Santa Fe; Renee Giraud of Albuquerque Cibola High School; Ana Hope Logghe of Santa Fe Prep; Angela Harris of St. Michael's High School; Jeffrey Franken of University of California, San Diego; and Miguel Sandoval of UC, Davis.

In Memoriam

Hastings Smith



Laboratory employee Hastings Smith, 59, died April 17 after a brief cardiac illness. He was a member of Safeguards Science and Technology (NIS-5). Smith hired on to the Lab in 1978 in Q-1 of the Energy Division. Smith attended Purdue University to pursue his undergraduate and doctoral degrees in nuclear physics. Following a postdoctorate at the then-Los Alamos Scientific Laboratory's Omega Site, he joined the physics faculty at Indiana University in Bloomington. In 1978 he returned to Los Alamos to work in nuclear safeguards and nonproliferation programs. Most recently, he was a frequent traveler to Russia and was the project leader for Russian Nuclear Programs at the Lab. He is survived by his widow Edith Elaine Smith, son Christopher Hastings and wife Natalie Kay of Los Alamos, daughter Angela Lynn and husband Mark Wayne Morris and son Timothy Robert of Albuquerque.

David Lynn

Laboratory retiree David Lynn, 71, of Corrales died April 11 following a long battle with lung cancer. He began his career at the Lab in 1976 when he was hired into the former Ordnance (E) Division (E-3). He was a veteran of the Korean Conflict, serving on the U.S.S. Hanson. Following military service he received his bachelor's, master's and doctoral degrees in electrical engineering from the University of California, Berkeley. He co-authored the book, "Analysis and Design of Integrated Circuits" that was later translated into Russian. He was one of the principal investigators in the development of fuel-cell technology for vehicles. He retired from MEE-11 in 1987. After retiring, he continued to work as a consultant. He was a member of the Institute of Electrical and Electronics Engineers Inc. He is survived by his widow Janet Seddon Lynn; two children, Steven Lynn of Georgia, Michael Lynn and wife Sharon of Arizona; four stepchildren, Christie Turley of Arizona, Michael Andreatta of Albuquerque, Lisa Day of Los Alamos and Ginny Andreatta of Los Alamos.

Opportunity at the click of a mouse

Laboratory unveils new student Web site

by Michael Carlson

College students in search of career opportunities may be able to find their niche using "Jumpstart," the Lab's new student Web site.

With just three clicks of a mouse, users of the new site should be able to find the information they are looking for, said science education specialist Richard Alexander (STB/EPO).

The site is the product of a two-year collaboration. Alexander said Communication Arts and Services (IM-1) is responsible for maintaining the pages, while Staffing (HR-S) and the Science Technology Base (STB) Programs Area Office are responsible for their content.

"The student gains by being in a position to reach his or her aspirations through a job at the Lab," said Alexander. "The Lab wins because it gets a student with skills and interests within a particular discipline."

The site also offers resources to current students, such as help with converting to regular full-time employment. It also offers news, an events calendar and links to research resources, such as the Lab's Research Library.

"The site brings in students who don't necessarily have contacts within the Lab," said IM-1's Ann Rafferty. "Students are now able to find particular job openings, and mentors can find student applicants who have the necessary skills and career plans that can benefit both the student and the organization. Before this site, those who were able to obtain jobs at the Lab had to make personal contact with mentors and supervisors, a difficult task when a student might live in another part of the country or is unsure of who to contact," Rafferty added.

The Web pages have a vibrant, fresh look, said Alexander. One of the features of the site includes photos of actual students. The site is also filled with bright color schemes and profiles of current students.

Alexander said the site will be constantly tweaked and refreshed. Rafferty said the goal is to have a living, breathing Web site, a resource that will always be undergoing metamorphosis.

To visit the site, go to www.lanl.gov/education online.



Taylor, Farrar ...

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research leaders who aren't necessarily line managers.

Hills said such leaders add value by setting directions for scientific and engineering work at the Laboratory, especially if they are outstanding scientists or engineers in their own rights, like Taylor and Farrar.

The committee that developed the criteria for the new award and reviewed the nominations was headed by Jerry Brackbill of Computational Fluid Dynamics (T-3), Hills said.

"The two winners this year are truly worthy of the award and represent, collectively, the outstanding science and engineering leadership that we are trying to encourage within the Laboratory," he added.

Farrar has worked in the Engineering and Science Applications (ESA) Division and its predecessors for 20 years after obtaining a doctoral degree in civil engineering from the

University of New Mexico. For nearly a decade he worked on structural engineering studies and earthquake safety in nuclear power plants and other nuclear structures.

He is an expert in structural-health monitoring and in technologies for detecting changes or damage in complex mechanical systems, ranging from bridges to nuclear weapons.

He has authored dozens of papers and conference reports and has served as an editor for the International Journal of Structural Health Monitoring and the American Society of Mechanical Engineers Journal of Vibration and Acoustics.

Farrar was instrumental in the recent establishment of the joint Engineering Institute for educational collaboration between the Lab and the Jacobs School of Engineering at the University of California, San Diego. A news release about the Institute is available at www.lanl.gov/worldview/news/releases/archive/03-053.shtml online. He also helps lead the Dynamics Summer School for undergraduate and first-year graduate students.

Taylor came to the Laboratory in 1986 after earning a doctoral degree from Stanford University to work on the Bright Source laser project and has devoted her career to developing novel ultrafast laser and other optical techniques to understand dynamical processes in a wide range of systems. She is project leader for advanced diagnostics in the High Energy Density Physics Program.

Taylor was elected a Fellow of the American Physical Society for "pioneering developments of ultrafast optoelectronic techniques and their use in understanding dynamical processes in electronic materials and devices." She serves as a director at large and publications editor for the Optical Society of America and was elected a Fellow of the Optical Society of America for "outstanding and sustained contributions to the development and spectroscopic application of ultrafast lasers."

Taylor has mentored many post-doctoral fellows and graduate students and has authored more than 150 papers.

For Your Safety

Microwave safety

A serious hazard exists when boiling water in a microwave oven — especially if a cup or container with smooth surfaces is used — because the water may become superheated, according to Dennis Derkacs of the Integrated Safety Management program office. Far hotter than normal boiling water, superheated water may appear still, quite unlike boiling water, but can react violently and with tremendous energy when disturbed.

And Derkacs should know, it happened to him.

"I opened the door and put a spoon in the cup and WHAM! The scalding water exploded all over the place," he said. "It was violent. The only thing that kept me from being severely burned was that the microwave door blocked most of the splash."

"Microwave ovens are used every day, both at home and in the workplace," Derkacs said. "I hope people will learn from my mistake and not let this happen to them."

For more information on this subject, go to www.phys.unsw.edu.au/~jw/superheating.html online.



TO YOUR HEALTH



Walking Month begins May 19

Laboratory workers can walk their way to health and fitness by joining "Walk this Weigh," the Wellness Center's annual walking month program. Walking month at the Laboratory begins May 19 and continues through June 13.

A special walk on May 21, which is national Employee Health and Fitness Day, will formally kick off Walking Month.

For additional information and registration, go to the Wellness Center Web site at www.wellness.lanl.gov/ online.



Laboratory employee receives Girl Scout national award

by Kathryn Ostic

Carole Oldenburg of the Director's Office (DIR) is the recipient of the Girl Scout's "Thanks Badge" award. Oldenburg received the second-highest national Girl Scout award for 18 years of outstanding service to the organization.

Oldenburg's journey with girl scouting began as a child in Long Island, N.Y., where she was an active Girl Scout member for eight years.

In 1976, Oldenburg and her husband moved to White Rock. She began her career at the Lab at the Health Research Laboratory (HRL) as a group secretary and has worked for the Director's Office since 1998.

Oldenburg's interest in scouting was renewed after the birth of her two children, Jennifer and Michael, who are now grown. When they became old enough to join scouting, she decided to become an active member once again, she said. "Working with my daughter when she was a Girl Scout and seeing her grow with me through the scouting years was very fulfilling. I met wonderful people who only wanted the best for the girls," said Oldenburg.

Oldenburg's Girl Scout vest displays all of the badges that she has received over the past 18 years. The vest also represents "all the fun activities I've participated in through Girl Scouting and Cub Scouting and a lot of hours volunteering," she said.

One activity Oldenburg is proud of is the "red sidewalk" community-service project in White Rock, which was implemented in 1991. "The red sidewalk project is visible, safe. It lets the public know we are out there, and it also gets the kids involved in the community," she explained.

There were 13 letters of nominations from the New Mexico council for the 2002 national Thanks Badge award. The nomination criteria include recognition for outstanding performance benefiting the entire council or Girl Scout movement and years of service significantly beyond expectations for which no other award is appropriate.

"Energy, pizzazz and a wonderful laugh"; "Without Carole I wouldn't be a Girl Scout"; "Compassionate, caring, loving"; "A second mother"; and "Fun, hard working and bubbly" are just some of the comments from the nominators' letters of endorsements.

Oldenburg feels her selection for the Thanks Badge was based on her continued active volunteering and her involvement as co-director for the council-wide event last May called Celebration Trail 2002. The event celebrated the 90th birthday of the Girl Scout program in the United States and the 45th anniversary of the Sangre de Cristo Girl Scout Council. More than 400 participants attended the event.

Besides the Thanks Badge, Oldenburg has earned two other national awards, the "Honor" pin and the "Appreciation" pin. "I plan to remain active as long as I'm able to help with the Girl Scout program in which girls grow strong," said Oldenburg.

The Girl Scout program has four main goals: developing individual potential, relating to others, developing values and contributing to the improvement of society. For more information about Girl Scouts, see the official Web site at www.girlscouts.org/ online.

Girl Scouts is a Lab-sanctioned organization and supported by the United Way. For more information, contact Oldenburg at 672-9689 or the Sangre de Cristo Girl Scout Council at 983-6339.



Carole Oldenburg of the Director's Office (DIR) displays her Girl Scout and Cub Scout vest with all the badges she has received over the past 18 years of service to the organization. Oldenburg recently received the national Girl Scout award, "Thanks Badge" (inset photo). The honor is the second-highest national Girl Scout award.

Photo by LeRoy N. Sanchez

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